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New MLS Carol Krueger and sculpture aptly titled "Tree I" at the National Library of Medicine where she works. Krueger is one of the 2,043 1991 graduates to find work in libraries. Zipkowitz's placement story begins on page 30.

PHOTOGRAPH BY MANUELLO PAGANELLI

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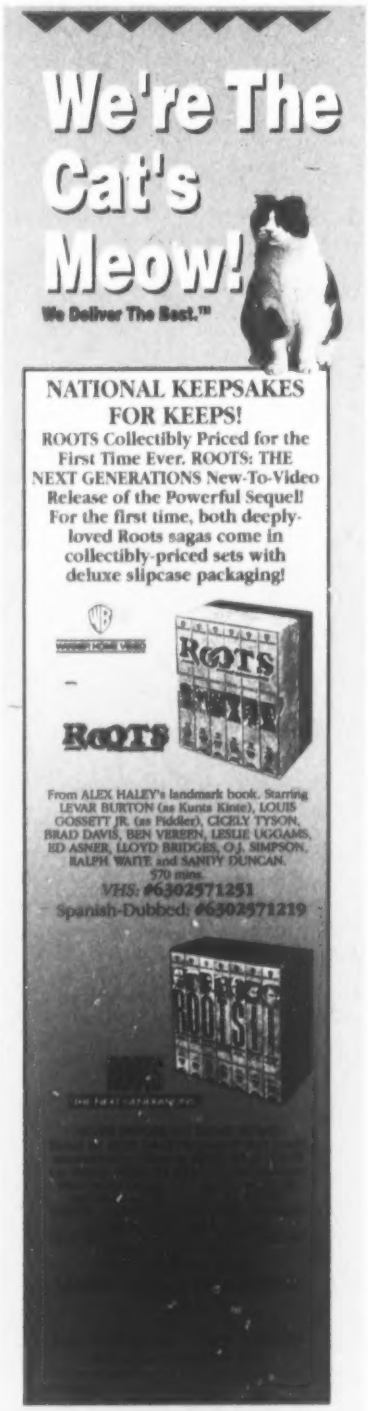
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BY MICHAEL ROGERS

Government Releases Telling Data on U.S. Public Libraries

National Center for Education Statistics publishes national as well as state-by-state statistics summarizing 1990 public library operations

New York, Ohio, Alaska, Indiana, and Maryland spent more money per capita on their public libraries than any other states in the nation in 1990. Conversely, Democratic presidential nominee Bill Clinton would be chagrined to learn that his home state, Arkansas, spent the least, followed by Mississippi, Tennessee, West Virginia, and Texas (see Figure 1, opposite page). The statistics are part of "Public Libraries in the U.S.: 1990," a report recently released by the National Center for Education Statistics (NCES).

By conducting the annual study, NCES, with assistance from the U.S. National Commission on Libraries and Information Science (NCLIS), is taking on the ambitious task of attempting to paint a vivid picture of the current state of almost 9000 public libraries across the country. The study, in its second year, details some telling aspects of U.S. public libraries in the aggregate (all references to the term per capita pertain to legal service area population):

- Out of 8,978 libraries (not including branches) reported in the 50 states and the District of Columbia, total operating expeditures were $4.1 billion, with a paid full-time equivalent staff of 108,246.
- 45 percent of all reporting libraries had operating expenditures of less than $50,000, 36 percent expended between $50,000 and $399,000, and nearly 19 percent of the libraries exceeded $400,000 in spending.

People living in rural areas take out almost twice as many books as their urban counterparts

- Nationwide, public libraries reported book and serials collections totaling 613 million volumes, or 2.5 volumes per capita. They also reported collections of more than 18 million audio materials, 702,000 films, and 3.8 million video materials.
- Patrons across the country made nearly 507 million visits to the library in 1990, an average of 3.13 visits per capita.
- Nationwide circulation totaled 1.4 billion, or 5.75 per capita, proving that in a little more than three visits annually, visitors were making efficient use of their trips, checking out almost two library items per trip.
- People living in rural areas take out almost twice as many books as their urban counterparts.

The 117-page report also includes cross-referenced, state-by-state data on number of public libraries, staff expenditures—salary and wages vs. benefits—size of library collections, weekly service hours, and library attendance.

"Our hope is that groups eventually will be able to use the data for planning, evaluation, and policymaking," said researcher Adrienne Chute, who authored the NCES study. However, she said NCES was not yet ready to endorse the study as anything more than a resource for now, with the primary caveat being response. The report states, "Totals . . . can be significantly underestimated if the size of nonresponse is large." But it then goes on to say that "the impact of nonresponse on averages and ratios is typically less serious."

NCES is also making available DECTOP (data entry, conversion, table, output program), the software it uses to uniformly collect its data from the states, said Mary Joe Lynch, who was instrumental in formulating the Federal-State Cooperative System (FSCS) for Public Library Data, the system under which NCES administers DECTOP. Lynch, who sat on FSCS's steering committee and is director of the American Library Association's Office for Research and Statistics, said librarians could use DECTOP with its myriad cross references for extensive comparisons with other states and public library sectors.

One of two major sources

The NCES report is one of two major sources of information documenting U.S. public libraries as a group. The other, the Public Library Data Service Statistics Report, is produced by the Public Library Association (PLA) and focuses more on individual libraries, said PLA Executive Director Joey Rodger. Rodger, who also sat on the FSCS steering committee along with Lynch, said the strength of the NCES survey lies in its ability to focus on statewide and national pictures that the PLA survey "just can't do." Rodger described the NCES report as a "wonderful addition to help libraries manage."—*Reported by Evan St. Lifer* □

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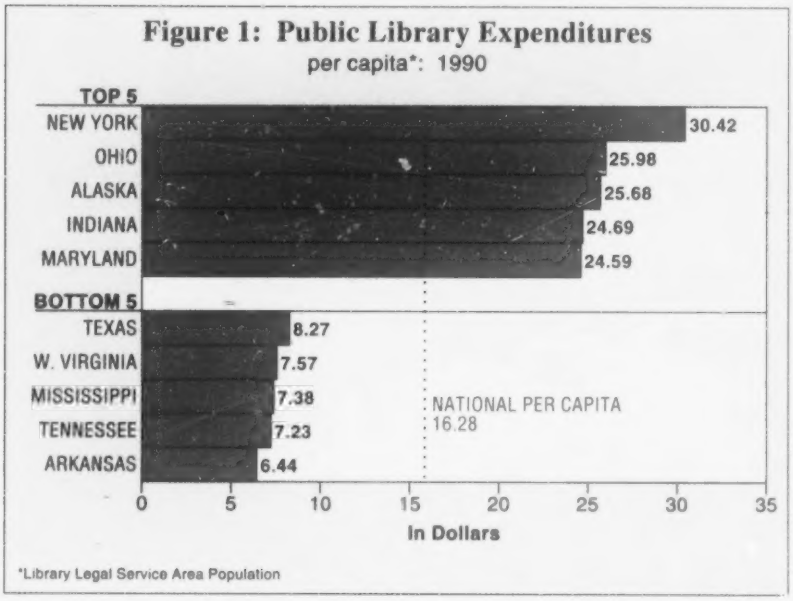
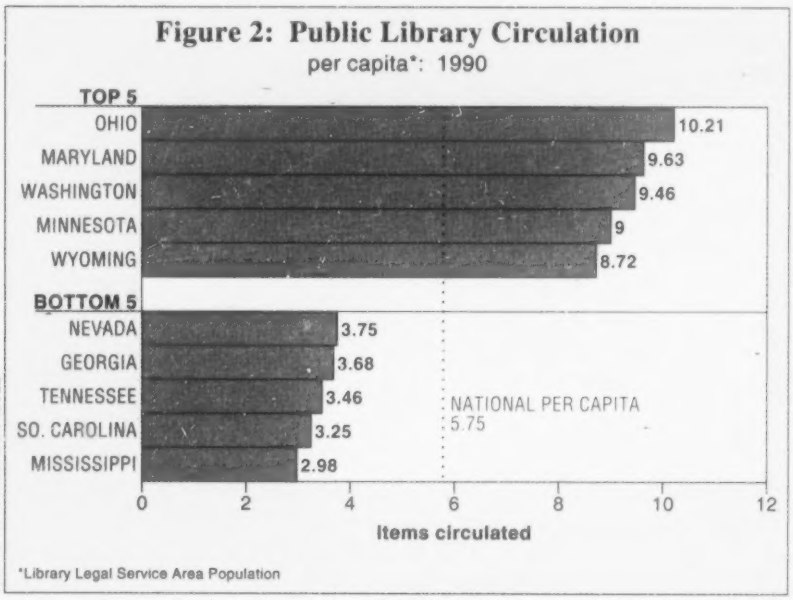




CHARTS BY ANNABELLE CARTER

Virtual Reality, Internet Capture LITA's Denver Debate

Nearly 100 exhibitors, practical mixed with visionary; few jobs draw light action at the placement center

The opportunity for librarians in "virtual reality" and both the promise and the discovery of emerging problems and issues surrounding Internet—the precursor to the National Research and Education Network (NREN)—captured the attention of the 1,379 paid registrants at the third national conference of the Library and Information Technology Association (LITA), held September 13–16 in Denver.

Virtual community care

In his keynote address, MIT's Michael Schrage, author of *Shared Minds: The New Technologies of Collaboration* (Random, 1990), urged librarians to shift from networking information to networking people. Calling libraries "an information arcade, a fun place, a media arcade," Schrage asserted that libraries were a "medium for a community" and referred to librarians as "presidents of invisible colleges."

Internet, mentioned by Schrage as a "virtual community," was a major focus at LITA, a division of the American Library Association (ALA). An Internet room was constantly packed with librarians checking their E-mail, and in seminars participants discussed the network's "growing pains," its relationship to NREN, problems of access, and quantity vs. quality of messages ("electronic junk mail"). The question of how Internet would become NREN was discussed and debated.

Former LITA president Paul Peters of the Coalition for Networked Information reviewed the transition of Internet to NREN. He sees opportunity for librarian influence in the three- to five-year development period built into NREN legislation.

Syracuse University's Charles McClure, reporting on his groundbreaking study of public library potential in NREN, also chronicled public librarians' working conditions. "I still see four librarians doing the work of eight and getting paid for two," he reported.

While virtual reality (VR) and all the "virtual communities" were debated at length by LITA luminaries, the packed, two-day LITA program included plenty of practical, hands-on information. So while Howard Rheingold, author of the leading book on the subject, and University of California's Cliff Lynch did back-to-back programs on versions of virtual reality, Colorado school librarian Nancy Tucker ran a program on automating school libraries. And as Georgetown University's Susan Martin and Dave Penniman, Council on Library Resources, defended their Strategic Visions for librarians, Yale's Nancy Roderer introduced research reports by Lloyd Davidson on NOTIS training and one by Pru Dalrymple (ALA) and Jennifer Younger (Ohio State) on

PLACEMENTS & SALARIES 1991

In the 41st year of our survey, women's salaries increased by $441 over 1990, while the median salary rose to $25,000

JOBS TIGHT, SALARIES HOLDING

By Fay Zipkowitz

A MESSAGE from University of California–Berkeley MLIS Career Advisor Susan Kishi: "This year is proving to be a real challenge for placement officers . . . institutions, academic and public, are really facing severe cutbacks. Special libraries seem to be making a slow recovery after their dismal last year . . . . Our entry-level graduates are competing with more applicants for every job (applicants that have been laid off, or are seeking more job security). I have also noticed more listings for temporary, full-time positions."

And one from W. Michael Havener, assistant professor at the University of Oklahoma School of Library and Information Studies: "Our graduates normally have no problem finding jobs. In fact we have more requests from potential employers (especially public school systems) than we have graduates to fill those slots."

Fay Zipkowitz is Associate Director, Graduate School of Library and Information Studies, University of Rhode Island, Kingston

Table 1: Status of 1991 U.S. Graduates, Spring 1992

Region	No. of Graduates	Not in Library Positions			Empl. Not Known			Permanent Prof. Placements			Temp. Prof. Placements			Nonprof. Library Placements			Total in Library Positions		
	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Northeast	1187	17	9	26	48	19	67	422	134	556	35	12	47	26	10	36	483	156	639
Southeast	558	9	4	13	20	6	26	226	45	271	14	5	19	11	2	13	251	52	303
Midwest	1369	13	13	26	139	36	175	476	135	611	28	7	35	39	4	43	543	146	689
Southwest	439	4	6	10	53	5	58	150	42	192	6	5	11	11	4	15	167	51	218
West	354	8	5	13	0	0	0	113	43	156	23	10	33	4	1	5	140	54	194
All Schools	**3907**	**51**	**37**	**88**	**260**	**66**	**326**	**1387**	**399**	**1786**	**106**	**39**	**145**	**91**	**21**	**112**	**1584**	**459**	**2043**

Table 2: Placements and Full-Time Salaries of 1991 U.S. Graduates Summary by Region

Region	Placements	Salaries			Low Salary			High Salary			Average Salary			Median Salary		
	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Northeast	552	346	111	457	10000	16000	10000	60000	62500	62500	27343	28487	27621	26173	27000	26400
Southeast	309	197	38	235	13000	19600	13000	44000	32000	44000	23863	24405	23951	23000	23733	23000
Midwest	713	393	122	515	10000	12000	10000	48000	55000	55000	24891	25613	25062	24000	24450	24000
Southwest	199	137	34	171	14400	10000	10000	39500	37500	39500	23894	25191	24152	23000	24750	23500
West	166	82	33	115	10000	10000	10000	49000	65000	65000	29307	30041	29517	28494	29900	28600
All Schools	**1939**	**1155**	**338**	**1493**	**10000**	**10000**	**10000**	**60000**	**65000**	**65000**	**25645**	**26811**	**25909**	**25000**	**25500**	**25000**

Most other areas of the country fall somewhere between these two extremes, with several Northeast schools citing serious cutbacks in funding for public and academic libraries affecting the availability of entry-level positions in their region.

For this 41st annual placement survey report, the good news is that 52 accredited library schools were still active in the United States in 1991; the bad news is that by the 1992 reporting year, at least four of them will have closed or will be in the process of shutting down. This report reflects comprehensive responses by 45 of the 52 institutions, giving placement information, salaries, and trends. One school provided summary data but not specific placement information. No response was received from three

Table 3: Placements by Type of Library

Schools	Public			Elementary & Secondary			College & Universities			Special			Other			Total		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Alabama	11	4	15	4	0	4	9	2	11	5	0	5	0	0	0	29	6	35
Brigham Young	6	0	6	2	0	2	3	8	11	0	0	0	0	0	0	11	8	19
California (Berk.)	12	4	16	4	0	4	8	5	13	7	2	9	3	2	5	34	13	47
California (L.A.)	20	4	24	0	0	0	6	3	9	10	4	14	4	0	4	40	11	51
Catholic	4	0	4	5	0	5	3	3	6	7	10	17	2	1	3	21	14	35
Clarion	8	1	9	10	0	10	9	2	11	2	0	2	0	0	0	29	3	32
Clark Atlanta	1	1	2	2	0	2	3	4	7	2	1	3	1	0	1	9	6	15
Columbia	4	1	5	0	0	0	5	6	11	3	3	6	5	4	9	17	14	31
Drexel	14	8	22	9	1	10	11	6	17	8	4	12	3	1	4	45	20	65
Emporia	22	1	23	31	2	33	11	3	14	9	3	12	2	0	2	75	9	84
Florida State	11	1	12	6	3	9	4	2	6	6	2	8	1	1	2	28	9	37
Hawaii	6	2	8	14	0	14	3	4	7	5	2	7	1	1	2	29	9	38
Illinois	8	3	11	1	0	1	24	9	33	4	0	4	0	3	3	37	15	52
Indiana	34	8	42	6	0	6	20	5	25	12	4	16	0	0	0	72	17	89
Iowa	8	2	10	2	1	3	4	1	5	6	1	7	1	1	2	21	6	27
Kent State	33	17	50	10	1	11	8	4	12	7	0	7	1	3	4	59	25	84
Kentucky	8	3	11	13	0	13	10	7	17	1	2	3	3	1	4	35	13	48
Louisiana State	13	2	15	8	0	8	4	3	7	5	5	10	1	1	2	31	11	42
Michigan	19	3	22	0	0	0	14	6	20	23	4	27	4	1	5	60	14	74
Missouri	18	2	20	4	0	4	2	4	6	12	2	14	0	0	0	36	8	44
North Carolina Central	7	1	8	8	0	8	0	1	1	3	0	3	1	0	1	19	2	21
North Carolina Chapel Hill	8	2	10	3	0	3	11	3	14	6	0	6	1	3	4	29	8	37
North Carolina Greensboro	2	1	3	26	0	26	6	0	6	0	0	0	1	0	1	35	1	36
North Texas	19	3	22	10	0	10	12	6	18	1	2	4	0	2	2	42	13	56
Northern Illinois	12	6	18	8	0	8	0	1	1	4	1	5	0	0	0	24	8	32
Oklahoma	6	1	7	14	1	15	3	0	3	0	0	0	1	0	1	24	2	26
Pittsburgh	4	0	4	5	0	5	7	5	12	3	1	4	0	0	0	19	6	25
Queens	9	6	15	5	1	6	3	2	5	5	3	8	0	0	0	22	12	34
Rhode Island	10	0	10	13	1	14	6	1	7	7	1	8	0	0	0	36	3	39
Rosary	35	5	40	16	2	18	7	3	10	7	5	12	3	0	3	68	15	83
Rutgers	35	12	47	18	1	19	11	10	21	21	6	27	7	1	8	92	30	122
St. John's	8	2	10	3	0	3	1	1	2	8	2	10	2	0	2	22	5	27
Simmons	27	0	27	8	0	8	16	5	21	25	7	32	0	0	0	76	12	88
South Carolina	9	4	13	23	1	24	11	6	17	4	2	6	1	0	1	48	13	61
Southern Connecticut	13	2	15	13	1	14	2	2	4	4	3	7	1	0	1	33	8	41
Southern Mississippi	5	1	6	10	0	10	2	0	2	0	0	0	0	0	0	17	1	18
SUNY Albany	12	3	15	29	2	31	9	4	13	6	2	8	0	0	0	56	11	67
SUNY Buffalo	5	2	7	13	1	14	7	1	8	5	0	5	0	0	0	30	4	34
Tennessee	5	0	5	4	0	4	6	1	7	2	0	2	3	1	4	20	2	22
Texas (Austin)	11	5	16	14	1	15	18	11	29	20	6	26	2	2	4	65	25	90
Texas Women's	15	1	16	7	0	7	8	2	10	4	0	4	0	1	1	34	4	38
Washington	10	0	10	4	2	6	9	2	11	5	5	10	0	0	0	28	9	37
Wayne State	19	6	25	10	4	14	8	1	9	10	3	13	0	0	0	47	14	61
Wisconsin (Madison)	4	3	7	12	0	12	8	5	13	5	1	6	1	1	2	30	10	40
Wisconsin (Milwaukee)	3	4	7	6	0	6	5	1	6	5	0	5	4	1	5	23	6	29
Total	**553**	**137**	**690**	**413**	**26**	**439**	**337**	**161**	**498**	**294**	**99**	**394**	**60**	**32**	**92**	**1657**	**455**	**2113**

Northeastern, two Southeastern, and one Western institution. I appreciate the thoughtful responses to this survey and the time involved in gathering and reporting the data.

In 1991 the average beginning salary was $25,583 based on 1,786 known full-time, professional, permanent placements. This represents a one percent increase over the 1990 figure of $25,306, while the median salary increased 3.3 percent to $25,000 from the 1990 level of $24,200. Thus the typical salary showed a modest increase and also demonstrates the ability of widely variant salaries (a preponderance of lower-than-expected cases) to muddle the interpretation of the average salary level.

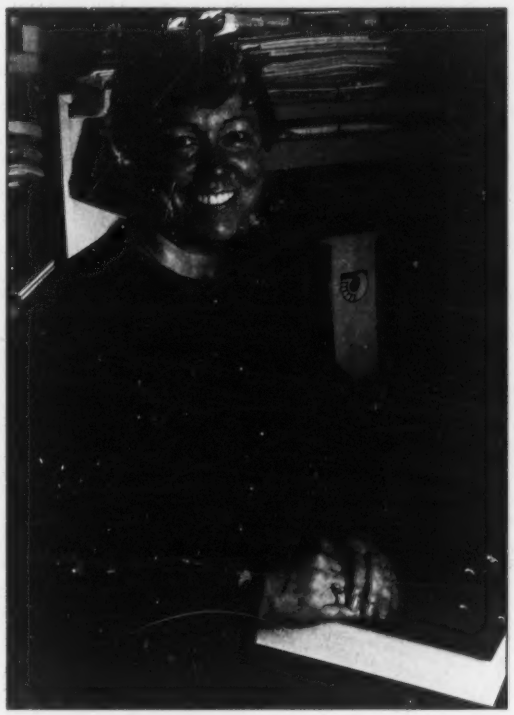
In 1991 placements, there was no meaningful increase in the average

Table 4: Placements and Full-Time Salaries of 1991 U.S. Graduates

Schools	Placements	Salaries			Low Salary			High Salary			Average Salary			Median Salary		
		Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Alabama	32	20	6	26	18925	19600	18925	29800	28500	29800	22800	23133	22877	22750	23000	22750
Brigham Young	18	10	8	18	19008	21800	19008	34500	32000	34500	25258	23816	24617	24500	24050	24300
California (Berk.)	41	23	13	36	21000	21400	21000	48000	65000	65000	31388	34344	32452	30000	30700	30490
California (L.A.)	36	20	4	24	22000	22500	22000	36868	28688	36868	29757	25551	29056	29500	25508	28844
Catholic	28	16	11	27	19000	17000	17000	32500	41750	41750	25823	28304	26834	25750	27691	26145
Clarion	25	21	3	24	10000	17000	10000	31000	24000	31000	21485	20733	21391	22400	21200	21850
Clark Atlanta	15	2	2	4	25000	22500	22500	35186	24750	35186	30093	23625	26859	30093	23625	24875
Columbia	27	13	11	24	19200	25260	19200	53000	37000	53000	32538	30927	31511	28500	28500	28500
Drexel	56	33	18	51	15500	20000	15500	45000	51000	51000	28007	31573	29266	27000	29000	27711
Emporia	83	13	0	13	19000	—	19000	30000	—	30000	25102	—	25102	25000	—	25000
Florida State	33	7	23	30	18000	20500	18000	33971	32000	33971	23420	26750	24197	22975	28000	23600
Hawaii	17	14	2	16	20556	27000	20556	49000	30500	49000	31102	28750	30808	30000	28750	30000
Illinois	35	16	9	25	10650	22000	10650	32500	33000	33000	23488	24904	23998	24000	23540	24000
Indiana	80	51	17	68	11040	18500	11040	46000	55000	55000	23560	27877	24639	23266	25000	23720
Iowa	24	17	6	23	18720	24000	18720	32250	36000	36000	25475	28135	21689	26185	25655	26185
Kent State	77	45	16	61	16000	18000	16000	38000	48000	48000	25290	25652	25385	23906	23750	23906
Kentucky	48	35	13	48	18000	22000	18000	31000	33000	33000	23937	26615	24663	24000	26000	24750
Louisiana State	35	21	3	24	18500	22000	18500	34354	28000	34354	23749	25239	23935	21500	25717	22274
Michigan	63	51	11	62	18000	21600	18000	48000	32000	48000	26433	24677	26121	25500	24000	25000
Missouri	42	29	7	36	20000	21000	20000	39000	32423	39000	24685	24832	24714	24000	23000	23658
N.C. Central	21	18	2	20	19500	20600	19500	32400	25600	32400	24106	22800	23975	23800	23800	23800
N.C. Chapel Hill	37	19	6	25	19185	20100	19185	44000	29670	29670	24635	24654	24640	23800	23192	23500
N.C. Greensboro	33	27	1	28	14500	21750	14500	30000	21750	30000	23492	21750	23429	23500	21750	23250
North Texas	48	38	9	47	14400	20000	14400	29439	35000	35000	22324	26890	23199	22000	27600	22214
Northern Illinois	32	22	8	30	16000	12000	12000	42124	24200	42124	24996	20963	23920	24700	23250	23800
Oklahoma	24	21	2	23	17500	22500	17500	25000	22500	25000	22452	22500	22457	22500	22500	22500
Pittsburgh	23	14	5	19	14096	18400	14096	37000	53000	53000	25664	27800	26226	25000	23600	24395
Queens	30	19	10	29	22000	20000	20000	52000	36000	52000	31279	26689	29699	27000	26100	26280
Rhode Island	24	17	2	19	19400	16000	16000	42000	26000	42000	26337	21000	25770	23500	21000	23500
Rosary	78	53	14	67	13150	21600	13150	41000	40000	41000	25138	27100	25548	24000	26150	24200
Rutgers	100	65	23	88	18500	21800	21800	54891	62500	62500	29251	28253	28991	28000	26000	27250
St. John's	24	17	3	20	24000	26000	24000	60000	27000	60000	31300	26333	30555	28000	26000	27550
Simmons	76	61	10	71	10400	21500	10400	35000	31700	35000	24502	26030	24717	24600	26300	25000
South Carolina	55	43	10	53	13000	20000	13000	38000	30000	38000	24312	24109	24274	23900	23733	23733
S. Connecticut	26	19	6	25	16000	20636	16000	44820	47000	47000	28666	30439	29091	28695	28500	28695
So. Mississippi	18	11	1	12	17875	22000—	17875	30000	22000	30000	20984	22000	21069	20102	22000	20476
SUNY Albany	46	37	8	45	19000	18000	18000	40000	43000	43000	27214	29854	27683	26000	29068	26500
SUNY Buffalo	18	14	1	15	17000	28337	17000	37884	28337	37884	26295	28337	26432	24929	28337	25000
Tennessee	13	13	0	13	17000	—	17000	37750	—	37750	25767	—	25767	24500	—	24500
Texas (Austin)	80	51	20	71	18500	20000	18500	39500	37500	39500	25814	25623	25760	25000	24750	25000
Texas Woman's	31	27	3	30	16500	10000	10000	32591	26000	32591	23599	19000	23138	22500	21000	22250
Washington	21	15	6	21	21600	18000	18000	32500	42000	42000	26538	32462	28230	25438	35386	26124
Wayne State	45	28	6	34	19000	19600	19000	40000	23000	40000	25696	24039	25403	24600	25000	24600
Wisconsin (Mad.)	35	19	9	28	15000	22000	15000	30000	33000	33000	23240	25683	24025	24000	25425	24250
Wisconsin (Milw.)	20	14	6	20	17000	19000	17000	33500	26000	33500	25879	22283	24800	25000	22100	24250

Carol Krueger: A Librarian by Degrees

By Francine Fialkoff



"MEDICINE has always been my passion," said Carol Krueger, who parlayed her May 1991 MLS from the University of Iowa School of Library and Information Science (SLIS) into a job at the National Library of Medicine (NLM) in Bethesda, Maryland. Krueger, the cover subject for *LJ*'s annual "Placements & Salaries" feature, represents one of some 1700 lucky 1991 graduates who got a full-time job in her profession. [The full report starts on p. 30.]

But Krueger may not be the typical library graduate. Before starting at the University of Iowa, she'd worked for nearly 15 years as a librarian, beginning just out of college as manager of periodicals checking at Purdue University Library. After three years in periodicals checking, she told her boss that she loved working in a library, and he said "How can you tell? You've never worked in a library." He promptly transferred her to public services, in the pharmacy library at Purdue, where Krueger says she got to see "how everything was done."

From 1975 to 1985 Krueger singlehandedly ran a small environmental library, the Nebraska Game and Parks Commission Library in Lincoln. When she came on board, the library was a collection of 400–500 discarded books. "Even so, no one could find anything," she recalled. When she left, there were some 3000 volumes organized according to Library of Congress classification; 20 environmental periodical subscriptions; and a well-indexed maps collection. Krueger did regular reference work for the agency.

Coming full circle

Krueger has come full circle as a librarian—she's sole journal selector and government documents librarian at the NLM—but to some extent getting her MLS was like starting over. When she moved to Ames, Iowa in 1985, she couldn't get a library job without an MLS despite her experience. The public library wasn't hiring, and the university library promoted from within and didn't want to hire her as a lowly clerk. "I realized I needed a library degree to get a job in Ames," Krueger said.

Although Krueger needed that "piece of paper" to continue her career, there was some concern—on both her part and the University of Iowa SLIS admission's committee—regarding what the school could offer her and how she'd function in it. She was older than most of the students and had more direct library experience than they did. Carl Orgren, director of Iowa's SLIS, recalled he didn't just want to rubber stamp what she already knew, but to go beyond that. That's just what Krueger did. One of her professors recently said of Krueger, "She was better than anyone in going beyond what she knew—and she knew quite a lot—and she was especially good at sharing her library experiences with other students."

For Krueger, too, the SLIS program went well beyond what she knew in most areas. "They gave me what I do now for a living—medical librarianship," affirmed Krueger. Her courses in medical library service and bibliography introduced Krueger to many new sources in medicine and helped her learn how to analyze publications not just by subject but by their approach. "In all areas of science, journals are important, but in medicine, journals are it . . . that's where the information is," she noted. Now at the NLM she collects in traditional and nontraditional medicine: subjects such as Ayurvedic medicine, aromatherapy, balneotherapy, and naturopathy. Krueger also did a library internship at the Institute for Agricultural Medicine and Occupational Health at Iowa.

The one course that "didn't help at all," revealed Krueger, was cataloging. "I'd been doing it for ten years," she laughed, "and I probably had never done it the way I was taught."

None of her other courses were duds, but Krueger feels the computer classes could have been "broader and deeper." Fittingly, that's one of several areas targeted for change by Orgren and his colleagues after a university review and self-study that began last fall and was completed this summer: SLIS will draw on the computer science department to ensure that students are computer literate in the most up-to-date technology.

SLIS threatened

Barely a few months after Krueger received her MLS, the very existence of Iowa's SLIS was in doubt. Krueger was among the 54 1991 alumni who received letters from Orgren asking them to write to Dean Gerhard Loewenberg of the College of Liberal Arts and the members of the university's Board of Regents in support of the library school. The university had asked the College of Liberal Arts to "consider phasing out" the library school, noted Orgren.

"I couldn't believe how nearsighted it would be to close a proven program," said Krueger, "especially since so many schools in the Midwest had closed. And I couldn't help wondering whether it was partly because library school graduates don't have a

Francine Fialkoff is Executive Editor, *LJ*

lot of money to give back to the university."

Ultimately, with support from Dean Loewenberg and from Dean Leslie Sims of the Graduate College, the Board of Regents voted to retain the school. Orgren feels he got a "substantive endorsement" for library education at Iowa. The report noted that the school is a vital resource for the state and the region, attracts excellent students (113 students were admitted in 1992, but applications are often a third to two-thirds higher than that), and places its graduates easily. (Through summer 1991, 91 percent of the school's some 54 annual graduates were in library positions; the figure for 1992's 54 graduates was lower, down to about 75 percent.)

Orgren will be implementing a number of changes in response to the review team's recommendations (changes suggested by the SLIS, he noted). They include greater use of courses around the campus (including computer science, law, and business administration), increased interaction with other academic units, more ties with the libraries and their staffs, and a look at the school's external constituencies, both graduates and employers.

Not just a piece of paper

Whatever changes may be forthcoming at Iowa's SLIS, Krueger's experience there was positive. "It was a well-rounded program," she said. "It gave me credibility, a career I could take anywhere, and more money than I could earn without the degree." Krueger went to both the 1991 Medical Library Association (MLA) and the Special Libraries Association (SLA) meetings, but confirmed, "it wasn't a great year for hiring." After SLA she fully expected to end up in a pharmaceutical company.

Krueger was intrigued by the NLM, though. "I'd never been East before," she admits, "and I thought, 'Beyond here there are dragons.' But people spoke highly of the NLM. It was a huge library, and I wanted to see how it worked. Now I understand."

Only a little over a year ago, Krueger was one of those summer vacationers on a tour of the NLM. Later, she heard about the NLM position from a member of its staff. Now, one day a week it's her turn to give the tour.

woman's salary ($441) over the 1990 figure of $25,204, but the median salary rose 2.1 percent to $25,000. The median salary for men rose two percent, from $24,700 to $25,500 in 1991.

For a profession that has struggled with gender-based salary inequities mired in historical factors, it is disheartening to note that the beginning average salary for men in 1991 is $26,811, a 3.1 percent increase over 1990, while the beginning average salary for women is $25,645. The proportion of women graduates to men

Table 5: Average Salary Index* Starting Library Positions, 1985–1991

Year	Library Schools	Avg. Beginning Salary	Dollar Increase in Avg. Salary	Beginning Index	BLS-CPI
1985	58	19753	962	111.6	109.3
1986	54	20874	1121	118.0	110.5
1987	55	22247	1373	125.7	115.4
1988	51	23491	1244	132.8	120.5
1989	43	24581	1090	138.9	124.0
1990	38	25306	725	143.0	130.7
1991	46	25583	277	144.6	136.2

* Bureau of Labor Statistics Consumer Price Index based on 1982–84 = 100. Average beginning salary for 1982–84 figured at $17,693

Table 6: Special Placements

Government Jurisdictions (U.S.)	Women	Men	Total
State libraries	7	1	8
Other government agencies (except USVA hospitals)	6	4	10
National libraries	8	5	13
Armed Services libraries (domestic)	2	1	3
Overseas agencies (incl. Armed Services)	0	0	0
Library Science			
Advanced study	3	2	5
Teaching	0	0	0
Other			
Children's services (school libraries)	0	0	0
Children's services (public libraries)	32	1	33
Youth services (school)	20	3	23
Youth services (public libraries)	114	12	126
Law	28	11	39
Business, (finance, industrial, corporate, banking, insurance, oil, etc.)	23	8	31
Medicine (incl. nursing schools)	16	4	20
Science and technology	13	8	21
Systems analysis; automation	14	7	21
Audiovisual and media centers	9	3	12
Bibliographic instruction	7	2	9
Hospitals (incl. USVA hospitals)	7	2	9
Rare books, manuscripts, archives	11	6	17
Research and development	3	0	3
Communications industry (advertising, newspaper, etc.)	2	1	3
Government documents	1	1	2
Information services (nonlibrary)	2	7	9
Historical agencies and archives	4	6	10
Religion (seminaries, theological schools)	3	2	5
Art and museum	4	3	7
Databases (publishing, servicing)	6	1	7
Outreach activities and services	5	1	6
Social sciences	0	1	1
Indexing	0	0	0
Records management	1	1	2
Networks and consortia	0	0	0
Freelance	1	3	4
Pharmaceutical	5	4	9
Professional associations	0	0	0
Technical writing	2	1	3
International relations (incl. area studies)	0	0	0
Maps	0	0	0
Bookstore	2	1	3
Genealogical	0	0	0
Services to the handicapped	0	1	1
Theater, motion pictures, dance, music	3	3	6
Correctional institutions	1	0	1
International agencies	0	3	3
Total Special Placements	**365**	**120**	**485**

graduates follows the traditional pattern—22 percent men to 78 percent women for 1991—and, alas, so do the salary discrepancies.

First professional degrees were awarded to 3,907 graduates of the 45 schools reporting for 1991. Twenty-two percent of the degree recipients were male and 78 percent female. In 1990, the 42 reporting schools awarded 3,522 first professional degrees; in 1989, 43 schools reported awarding 3,691 first professional degrees. The average number of graduates of schools reporting has not changed much from last year's report: 85 for 1991 and 84 for 1990.

Institutional data and trends

Twenty-two institutions report that listings of available positions have dropped, while six report an increase in listings, and four found no significant difference from last year. On average, the schools received about 1,273 listings, with the range of listings being from about 300 to about 3000. The percentage of change varies greatly and does not seem to follow a pattern or produce useful information. Several library schools do not maintain listings; all placement is done through their college or university placement services.

The schools were asked whether placements for 1991 graduates were up or down relative to 1990 placements: three schools reported placements up, by percentages ranging from one percent to 22 percent, while 12 schools reported placements were down, by percentages ranging from three to 43 percent. Twelve schools reported no significant change from last year in placement numbers or percentages.

Salaries were up over those of 1990 by two percent to 17 percent for 16 of the reporting schools. Seven schools reported salaries down by three to 13 percent. Ten institutions indicated no significant change in salaries from 1990 to 1991.

To the question of placements thus far in 1992, three institutions reported that placements were up, ranging from one to 22 percent, while 11 schools reported placements down, ranging from two to 43 percent. Twelve schools reported no significant difference from 1991 placements.

Increases and decreases in types of libraries/information services offering positions listings do not seem to follow any useful pattern, even by region. Some schools report numbers down for exactly the same types of libraries that others report the numbers are up.

Cataloging is the most often cited specialty for which there may be increasing demand and a short supply of qualified candidates, with science reference and science cataloging also mentioned. In response to a question about undergraduate preparation as a prerequisite for positions in demand, subjects that come up most often are math, all the sciences, engineering, foreign languages (one school listed Japanese), business, and computer science.

Again, a message from UC-Berkeley's Kishi: "My speech to entering students will emphasize: 1) get an early start—the job search is taking much longer; 2) be flexible and willing to look broadly—do not limit yourself [geographically]; 3) be prepared to take a temporary job."

Table 7: Comparison of Salaries by Type of Library

	Placements	Salaries Known			Low Salary			High Salary			Average Salary			Median Salary		
Public Libraries	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Northeast	153	105	29	134	14500	18000	14500	45000	51000	51000	24782	27091	25282	24600	25700	25000
Southeast	85	60	15	75	14000	19600	14000	28080	25600	28080	22129	21999	22103	22326	22000	22000
Midwest	260	163	52	215	11200	18000	11200	34000	32100	34000	23011	23892	23224	23000	23950	23047
Southwest	58	41	9	50	14400	20000	14400	29500	26000	29500	21640	23413	21959	21700	23500	22050
West	55	34	6	40	20556	21400	20556	35000	32000	35000	27610	27794	27638	28000	27816	28000
All Schools	611	403	111	514	11200	18000	11200	45000	51000	51000	23590	24644	23817	23000	24000	23400
School Libraries																
Northeast	124	97	6	103	10400	16000	10400	60000	62500	62500	29115	36783	29562	27600	34350	28000
Southeast	96	72	3	75	14500	23000	14500	38000	28000	38000	24691	24981	24703	24000	23944	24000
Midwest	122	72	4	76	10650	26000	10650	42124	27000	42124	26775	26484	26759	26000	26468	26000
Southwest	45	37	2	39	17500	22500	17500	32591	24500	32591	25222	23500	25134	25000	23500	25000
West	22	17	2	19	25000	41000	25000	49000	42000	49000	32782	41500	33700	30000	41500	30297
All Schools	409	295	17	312	10400	16000	10400	60000	62500	62500	27187	31269	27410	26000	26635	26000
College/Univ. Libraries																
Northeast	120	60	37	97	14096	17000	14096	42000	38000	42000	25406	25976	25623	25500	26000	26000
Southeast	74	37	13	50	13000	20000	13000	35000	32000	35000	23814	25659	24294	23400	24000	23500
Midwest	164	69	36	105	12000	12000	12000	36920	42000	42000	25009	26306	25454	25000	25000	25000
Southwest	55	33	13	46	15000	10000	10000	39500	35000	39500	23469	34150	23662	22500	22200	22500
West	39	12	14	26	19008	22500	19008	36696	65000	65000	27694	31087	29521	26250	29294	28094
All Schools	452	211	113	324	12000	10000	10000	42000	65000	65000	24824	26468	25398	24000	25000	25000
Special Libraries																
Northeast	125	70	34	104	10000	21500	10000	45000	43000	45000	29232	29656	29371	30000	29500	30000
Southeast	38	22	4	26	15653	20000	15653	34354	29750	34354	24323	25054	24435	23970	25234	24470
Midwest	126	73	19	92	11040	18900	11040	48000	32423	48000	27553	25455	27120	26000	24200	25709
Southwest	33	23	8	31	16500	25200	16500	38000	37500	38000	27002	28478	27383	26000	27395	26789
West	35	12	6	18	21600	18000	18000	33000	32772	33000	27825	25845	27165	27900	25650	27800
All Schools	357	200	71	271	10000	18000	10000	48000	43000	48000	27738	27818	27759	27000	27000	27000
Other Libraries																
Northeast	30	13	5	18	25000	26280	25000	53000	53000	53000	35142	37256	35729	34000	37000	34500
Southeast	16	6	3	9	24000	29000	24000	44000	30000	44000	29892	29557	29780	28175	29670	29000
Midwest	41	15	11	26	18000	19000	18000	29252	55000	55000	24252	31431	27289	25000	28000	25013
Southwest	8	3	2	5	17500	25000	17500	20000	32000	32000	19167	28500	22900	20000	28500	20000
West	15	7	4	11	27000	30500	27000	48000	50000	50000	34410	37125	35297	34000	34000	34000
All Schools	110	44	25	69	17500	19000	17500	53000	55000	55000	29508	33048	30790	27000	30500	28000

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